

## Resilience Promotes Mental Health Among Police

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### ABSTRACT

Resilience is the capacity to adapt and recover from adversity and plays a crucial role in promoting mental health. Police personnel frequently encounter high-stress situations, exposure to traumatic events, and organizational pressures, all of which can adversely affect their psychological well-being. Developing resilience equips police with the tools to manage stress effectively, maintain emotional balance, and reduce the risk of mental health disorders. On this background the direction of the study was confirmed that resilience promotes mental health among police. There were three hypotheses made for the study i.e. female police are more resilient than male police, mental health issues are more among male police than female police and resilience is significantly associated with mental health among police. For this study 80 police personnel were selected from different police stations in Sangli district. The resilience scale and mental health inventory was administered on participants. Mean, 't' test and Pearson's Product Moment Correlation were used for interpreting the data. The results does confirm the third hypothesis of the study. A negative correlation suggests an inverse relationship between resilience and mental health. It means that as resilience increases, mental health issues may decrease. The mental health issues and importance of resilience has elucidated in the present paper.

**Keywords:** *Mental Health, Resilience, Gender, Police*

Resilience, this basic idea has drawn a lot of interest from academics in a variety of fields, such as corporate management, psychology, sociology, and environmental science. Resilience is regarded as a crucial trait for people, communities, and organizations to flourish in spite of hardship in a world that is constantly changing and frequently unpredictable. It includes the ability to withstand, adjust, and bounce back from setbacks, whether they come from social unrest, economic shocks, natural calamities, or personal adversity. As people and organizations negotiate complicated and uncertain settings in today's world, the value of resilience is becoming more widely acknowledged.

### **Definition of Resilience:**

Resilience has been defined in multiple ways depending on the context in which it is applied. In psychology, resilience is commonly described as the ability of an individual to adapt positively to adversity, trauma, stress, or significant sources of pressure (American Psychological Association, 2020). According to Luthar, Cicchetti, and Becker (2000), resilience is 'a dynamic process encompassing positive adaptation within the context of

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significant adversity.’ In a broader sense, resilience in communities and organizations refers to the collective capacity to withstand and recover from disturbances while maintaining essential functions and structures (Holling, 1973).

### *Nature of Resilience:*

Resilience is a multifaceted concept that encompasses environmental, social, emotional, and cognitive elements. Among the essential traits of resilience are:

- **Adaptability:** The capacity to successfully adapt to shifting conditions is one of the main components of resilience. Resilience necessitates adaptability and the ability to change tactics in response to novel obstacles, whether at the individual or organizational level (Bonanno, 2004).
- **Emotional Regulation:** Managing stress, keeping a good attitude, and applying coping mechanisms to get through challenging circumstances are all components of emotional resilience. Because it enables people to effectively comprehend and control their emotions, emotional intelligence is essential for building resilience (Salovey & Mayer, 1990).
- **Social Support:** One of the most important aspects of resilience is the existence of supporting relationships, whether they come from friends, family, or professional networks. According to Masten (2001), social relationships offer a sense of belonging, practical support, and emotional solace, all of which contribute to resilience.
- **Self-Efficacy:** A key component of resilience is having faith in one's own capacity to overcome challenges and accomplish objectives. According to Bandura (1997), people who have a high level of self-efficacy are more inclined to take initiative in overcoming obstacles and working toward personal development.
- **Resourcefulness:** By skillfully employing the resources at their disposal to overcome hardship, resilient people and organizations exhibit resourcefulness. This involves effectively navigating crises by utilizing information, abilities, and support networks.
- **Learning and Development:** Being resilient involves more than just getting back up after adversity; it also entails growing stronger as a result of those experiences. It entails an ongoing process of adaptation and self-improvement to increase readiness for the future (Carver, 1998).

To sum up, resilience is a dynamic and complex concept that helps people, groups, and organizations endure hardship and bounce back. Knowing its meaning and characteristics aids in creating plans to improve resilience in a variety of spheres of life.

### *Importance of Resilience:*

For people, groups, and society to prosper in the face of hardship and uncertainty, resilience is crucial. Its significance can be emphasized in multiple ways:

- **Individual Health:** In order to preserve mental and emotional health, resilience is essential. Resilient people are better able to handle stress, bounce back from setbacks, and keep a good attitude. Research has indicated that resilience is linked to increased life satisfaction and decreased levels of anxiety and depression (Connor & Davidson, 2003).
- **Professional Success:** Resilience is a useful quality in the job that helps workers overcome obstacles, stay productive, and adjust to organizational changes. People

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that are resilient have better problem-solving abilities, persistence, and the capacity to manage stresses associated with their jobs.

- **Organizational Sustainability:** Businesses that cultivate a resilient culture have a better chance of surviving and prospering in unstable and unpredictable situations. Long-term sustainability and competitiveness are ensured by resilient businesses' ability to foresee and react to disturbances, including market shifts, technology breakthroughs, and economic downturns (Lengnick-Hall et al., 2011).
- **Community Development:** Resilience promotes social cohesion and community development at the societal level. Resilient communities are better equipped to bounce back from social unrest, economic downturns, and natural calamities. Social resilience is mostly dependent on strong community networks, collaborative effort, and leadership.
- **Crisis Management:** Effective crisis management and preparedness for disasters depend on resilience. To lessen the effects of crises and guarantee a speedy recovery, governments, corporations, and individuals must create resilience measures.
- **Environmental Adaptation:** Resilience is crucial for climate change adaptation and ecosystem preservation in the framework of environmental sustainability. The ability of natural systems to withstand shocks and continue to function throughout time is known as ecological resilience.

### ***Definition of Mental Health:***

According to the World Health Organization (WHO), mental health is defined as "a state of well-being in which an individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively, and is able to contribute to his or her community" (WHO, 2020). This definition emphasizes the holistic nature of mental health, highlighting the importance of resilience, productivity, and social contribution. Mental health is not merely the absence of mental illness but rather a dynamic state of internal balance that enables individuals to handle life's challenges effectively.

The American Psychological Association (APA) similarly defines mental health as "a state of mind characterized by emotional well-being, good interpersonal relationships, and the ability to cope with everyday stresses and challenges" (APA, 2021). This definition underscores the role of emotional regulation and interpersonal interactions in maintaining mental well-being.

### ***Nature of Mental Health:***

A complex interaction between biological, psychological, and social factors affects mental health. The following are some crucial elements that characterize the nature of mental health:

**Biochemical Aspects:** An individual's mental health can be impacted by physical health issues, hormone imbalances, brain chemistry, and genetic predisposition. Studies have demonstrated that disorders like anxiety and depression have a biological foundation and are frequently associated with abnormalities in neurotransmitters (Kendler et al., 2019).

Personality qualities, emotional stability, and cognitive processes all play a big role in mental health. Self-awareness, problem-solving skills, and constructive coping strategies are essential elements of psychological well-being (Lazarus & Folkman, 1984). A person's mental health is greatly influenced by their relationships, cultural influences, social status, and surroundings. While isolation, prejudice, and financial stress can have a detrimental

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effect on mental well-being, supportive social relationships and a secure environment can improve it (Umberson & Montez, 2010). Life events, personal development, and environmental factors all influence mental health, which is not constant over time. A person's mental health may fluctuate as a result of significant life events like relationship changes, trauma, or job loss.

### *Importance of Mental Health:*

Overall well-being depends on mental health, which influences many facets of life, such as interpersonal relationships, productivity at work, and physical health. Among the main justifications for the significance of mental health are:

- **Improves Quality of Life:** People who are in good mental health are able to enjoy life, accomplish their objectives, and keep a happy attitude. By promoting emotional resilience, it enables people to face obstacles with assurance and hope (Keyes, 2002).
- **Enhances Physical Health:** Mental and physical health are closely related. Conditions including diabetes, heart disease, and compromised immunological function can all be exacerbated by poor mental health (Scott et al., 2016). On the other hand, mental wellness encourages better disease management and healthier lifestyle choices.
- **Increases Productivity and Performance:** Job happiness, efficiency, and creativity are all significantly impacted by mental health in the workplace. Workers who are in strong mental health are more engaged, productive, and capable of handling stress at work (Dewa et al., 2016).
- **Lowers Risk of Mental Illness:** Taking proactive steps to preserve mental health through self-care, counseling, and social support can lower the chance of mental illnesses including anxiety and depression. Preventing more serious mental health problems requires early intervention and coping mechanisms (Kessler et al., 2005).
- **Strengthens Relationships:** People who are in good mental health are better able to establish and preserve deep connections. Stronger social support networks and interpersonal relationships are facilitated by emotional stability and proficient communication (Umberson & Karas Montez, 2010).
- **Contributes to Society:** People with good mental health are more inclined to volunteer, participate in community events, and support charitable causes. Communities become stronger and more resilient as a result of their efforts (Helliwell et al., 2018).

### *Relation between Resilience and Mental Health:*

Mental health and resilience are intimately related, with resilience being essential to preserving and enhancing mental health. The ability to adjust and bounce back from stress, hardship, trauma, or major obstacles is known as resilience, whereas mental health includes social, psychological, and emotional well-being. Higher resilience levels have been linked to improved mental health outcomes by lowering the likelihood of mental illnesses like anxiety and depression and empowering people to manage stress.

By assisting people in creating coping mechanisms to deal with stress and hardship, resilience serves as a safeguard against mental health problems. According to studies, people who are more resilient are less likely to experience mental health issues including anxiety and despair. People who are resilient have better mental health outcomes because they have effective coping strategies like problem-solving abilities, emotional control, and cognitive flexibility. People who are resilient recover from stressful events faster and report feeling

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less stressed overall, which benefits their long-term mental health. By offering both practical and emotional support during trying times, social support networks help build resilience, which in turn improves mental health. Cognitive-behavioral therapy (CBT), mindfulness, and resilience training programs are examples of psychological interventions that have been demonstrated to enhance mental health by enhancing resilience abilities.

By empowering people to effectively handle stress, preserve emotional equilibrium, and adjust to life's obstacles, resilience plays a critical role in promoting mental health. Mental health outcomes can be greatly improved by developing resilience through professional interventions, social support, and lifestyle modifications.

### REVIEW OF LITERATURE

Myreen et al. (2017) examined the presence and connection of psychological resilience and depressive symptoms in a sample of college Filipino athletes. For this study, 108 athletes made up the sample. Three colleges at a university in Metro Manila made up the sample. Data was gathered using Aaron Beck's Embury Inventory and Sandra Prince's Resilience Scales for Children and Adolescents. Descriptive statistics and correlation were used to analyze the data. The findings showed a strong correlation between depressive symptoms and psychological resilience.

The study "The Relationship between Resilience & Mental Health among a Sample of University of Nizwa Students - Sultanate of Oman" was conducted by Rudwan and Alhashimia (2018). In order to determine the association between resilience and mental health in light of certain variables in a University of Nizwa student sample, this study used a descriptive technique. There were 403 men and 597 women among the 1000 students in the sample. Data was gathered via sample random sampling. The Arab Mental Health Scale (Abdel-Khalek, 2011) and the Resilience Scale (Connor & Davidson, 2003) were employed. Regression analysis statistics were employed, along with the Pearson correlation coefficient, t-test, one-way ANOVA test, and LSD test. The findings show that resilience and mental health are positively correlated. There was also a significant difference between male and female students in terms of mental health and resilience in favor of female students; it seems that men are less resilient and healthier than women.

Kamble and Shinde (2018) studied "Resilience and Mental Health: As a Predictor of Mobile Addiction." This study looked at 200 college-bound teenagers (100 girls and 100 boys) from different colleges in Baramati city, Maharashtra, India, to see if resilience and mental health were predictive of mobile addiction. Data was gathered using the Gardland Resilience Scale, the Anand Kumar and Thakur Mithila Mental Health Status Inventory (MMHSI), and the Dr. A. Velayudhan and Dr. S. Srividya Mobile Phone Addiction Scale. Descriptive statistics like mean, standard deviation, and Pearson's product moment correlation ( $r$ ) were used to evaluate the data, and inferential statistics like regression analysis ( $R$  squared) were used to interpret the results. The findings showed a strong inverse relationship between mobile addiction and resilience. But no such association was found between mobile addiction and mental health and no significant association between mental health and resilience.

Pandya et al. (2019) studied that, 'Towards positive policing in India: Improving the health and well-being of police personnel.' By upholding law and order, the police department demonstrates to be one of the most crucial departments for the welfare of society. Nonetheless, India's police forces deal with a number of issues. In addition to discussing some of the issues facing the Indian police force, the article offers tactical suggestions for

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constructive policing. Among other issues, the police's mental and physical health, as well as their demeanor and interactions with the public, are crucial and call for a comprehensive strategy known as "positive policing." Building partnerships with societal stakeholders, encouraging pleasant interactions between the police and the public, and implementing organizational changes to protect the health and psychological well-being of police officers are all components of positive policing for fostering better relationship and work.

The study "Stress and Coping among Police Personnel in South India" was conducted by Savarimalai et al. in 2023. To investigate police officers' stress levels and coping mechanisms, a qualitative study was conducted. Ten police officers participated in in-depth interviews for this study, while twenty-two police officers participated in three focus groups. Five topics emerged from the thematic analysis: work stress, personal stress, family stress, and adaptive and maladaptive coping. Their high stress levels were caused in large part by their inability to take time off, multitasking, unplanned long workdays, and difficulty to spend time with their families, and lack of basic conveniences for personal hygiene. The findings highlight the necessity of employing constructive coping mechanisms and social support networks to lessen the effects of stress, which might be accomplished by capacity building and mental health programs.

### *Justification of the Study:*

The research topic "Resilience Promotes Mental Health among Police Personnel" is quite important. Constables and head constables are among the class III police officers who deal with a great deal of professional stress, lengthy workdays, and exposure to traumatic events, all of which have an adverse effect on their mental health. As a protective factor, resilience helps people manage stress, lower anxiety, and preserve psychological stability. Effective handling of high-pressure situations is facilitated by strong resilience, which cultivates emotional regulation, problem-solving abilities, and a positive outlook. Building resilience is essential since mental health issues including depression, PTSD, and exhaustion are common in law enforcement. Stronger community ties, better decision-making, and increased job performance are all results of increased resilience.

In order to support police officers, the study emphasizes the necessity of organized resilience training programs, mental health treatments, and legislative changes. Designing solutions for stress management, emotional health, and general job happiness can be made easier with an understanding of resilience's role. Enhancing police mental health also benefits society by enabling law enforcement personnel to carry out their responsibilities in a caring and efficient manner. This research has the potential to impact government regulations, police training programs, and support systems as awareness of mental health in the workplace grows. We can improve policing quality and create a more positive workplace by addressing psychological resilience. The results might also be useful in developing counseling programs and peer support networks that are suited to the unique difficulties faced by police officers. This research is essential for promoting a sustainable, mentally healthy police force, ultimately ensuring better public safety and law enforcement efficiency in India.

## **METHOD**

### *Aim:*

The main aim of the study is to find out the relation between resilience and mental health among police personnel in Sangli district.

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### **Objectives:**

1. To measure resilience and search whether male and female police differ significantly from each other or not.
2. To measure mental health and search whether male and female police differ significantly from each other or not.
3. To find out relationship between resilience and mental health among police, and test whether the relationship is significant or not.

### **Hypotheses:**

1. Female police are more resilient than male police.
2. Mental health issues are more among male police than female police.
3. Resilience is significantly associated with mental health among police.

**Sample:** The study was conducted on the sample of 80 police personnel of class III grade from Sangli district of Maharashtra state. Purposive sampling method was used for selecting sample. Age range of the participants were 30 to 45 years and educational level was H.S.C. to U.G. Male-female ratio was 1:1.

### **Psychological tools used for data collection:**

1. **Bharathiar University Resilience Scale (BURS):** The scale developed by Dr. Annalaxmi Narayanan (2009) is used for college and university students for measuring level of resilience. Two parallel forms of the resilience scale were constructed. Each form consists 30 items. Every item consists five options like 1 for if the statement is not at all appropriate in describing. 2 for if the statement is marginally appropriate in describing 3 for if the statement is moderately appropriate in describing 4 for if the statement is appropriate to a large extent in describing and 5 for if the statement is most appropriate in describing Respondents have to circle any one option which is applicable to them. Biserial correlation was used to identify the individual items that discriminated the high resilience group from the low resilience group. The correlation between scores of subjects on Form A and Form B of the Bharathiar University Resilience Scale is 0.871.
2. **Mental Health Inventory:** Mithila Mental Health Status Inventory (MMHSI) developed by Anand Kumar and Giridhar Thakur was used to measure the mental health status of adolescents in this study. This scale consists of total 50 statements (10 statements in each of 5 subscales). There are five response alternatives given with each statement. The five subscales comprised under this scale i.e. Egocentrism, Alienation, Expression, Emotional Un-stability, and Social Non-conformity. The high score on each subscale or total scale is indicative of poorer mental health. Reliability of this inventory with split-half method is ranges from 0.71 to 0.86 and test re-test method is ranges from 0.68 to 0.95 and validity of this inventory is found to be sound.

**Statistical Treatment of the Data:** The statistical techniques such as Mean, Standard Deviation, 't' test and Pearson's Product Moment Correlation (r) were used for interpretation of the data.

**Procedure of Data Collection:** Data of this study were collected from Sangli district of Maharashtra state. Tests were administered individually on police personnel. 10 minutes rest permitted between 2 tests. Lastly tests were checked and collected.

**RESULTS AND DISCUSSION****Table 1 – Mean, SD and ‘t’ value of male and female towards Resilience**

Variable	Gender	N	Mean	SD	df	‘t’ value	Level of significance
Resilience	Male	40	103.25	18.95	78	0.25	Not Significant
	Female	40	106.13	19.34			

*Level of significance: \*0.05, \*\*0.01*

Table 1 presents a comparison of resilience levels between male and female participants using descriptive statistics (Mean, SD) and inferential statistics (‘t’ test). The sample consists of 40 males and 40 females, with the mean resilience score of males being 103.25 (SD = 18.95) and that of females being slightly higher at 106.13 (SD = 19.34). The calculated t-value is 0.25, which falls below the threshold for statistical significance ( $p > 0.05$ ). This indicates that there is no significant difference in resilience levels between males and females in this sample. Thus, gender does not appear to play a substantial role in determining resilience levels in this study. So, the first hypothesis of the study that ‘female police are more resilient than male police’ is not accepted.

**Table 2 – Mean, SD and ‘t’ value of male and female towards Mental Health**

Variable	Gender	N	Mean	SD	df	‘t’ value	Level of significance
Mental Health	Male	40	125.95	25.20	78	0.36	Not Significant
	Female	40	124.18	19.34			

*Level of significance: \*0.05, \*\*0.01*

Table 2 compares the mental health scores of male and female participants. The table provides the mean, standard deviation (SD), degrees of freedom (df), and the t-value for the comparison. From the data, the mean mental health score for males (N=40) is 125.95 with a standard deviation of 25.20, while for females (N=40), the mean score is slightly lower at 124.18 with a standard deviation of 19.34. The calculated t-value is 0.36 with 78 degrees of freedom.

The level of significance indicates that the difference is not statistically significant, meaning that there is no meaningful difference in mental health scores between males and females in this sample. The high standard deviations in both groups suggest considerable variability in individual mental health scores. However, the small t-value and lack of significance indicate that gender does not play a significant role in determining mental health differences in this dataset. Thus, the second hypothesis of the study that ‘mental health issues are more among male police than female police’ is not accepted.

**Table 3 – Relationship between Resilience and Mental Health**

Variable	N	Mean	SD	df	‘r’ value	Level of significance
Resilience	80	104.68	19.08	78	-0.38**	0.01
Mental Health		125.06	22.33			

*Level of significance: \*0.05, \*\*0.01*

Table 3 examines the relationship between resilience and mental health, reveals insightful findings. The table presents data from a sample of 80 individuals, analyzing their resilience and mental health scores. The mean resilience score is 104.68 with a standard deviation (SD)

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of 19.08, while the mean mental health score is 125.06 with an SD of 22.33. These values indicate variability within the sample population.

The Pearson correlation coefficient ('r' value) between resilience and mental health is reported as -0.38, which is statistically significant at the 0.01 level. This negative correlation suggests an inverse relationship between the two variables, meaning that as resilience increases, mental health issues may decrease, or vice versa. The strength of the correlation is moderate, implying that while resilience significantly impacts mental health, other factors may also contribute to mental well-being. The significance level of 0.01 confirms that the observed correlation is highly statistically significant, reducing the likelihood that this result occurred due to random chance. Given this finding, interventions aimed at enhancing resilience could be beneficial in improving mental health outcomes. However, further research could explore additional contributing variables or mediators in this relationship.

### CONCLUSIONS

On the basis of results and discussion given in previous paragraphs, it can be concluded that:

1. There is no gender difference found among police personnel related to resilience.
2. Mental health status are found near about similar level among male and female police personnel.
3. Resilience is significantly and negatively correlated with mental health among police personnel.

### Limitations

There are some limitations for this study:

1. The study have a limited sample size, which can affect the generalizability of the findings.
2. The study conducted in a Sangli region only, so the results may not reflect the situation of police personnel in other areas.
3. Resilience and mental health are often measured through self-report questionnaires, which can be influenced by social desirability or personal bias.
4. Factors such as work experience, work environment and personal life stressors may not be adequately controlled in this study.

### Suggestions

1. Provide resilience training and assistance using technologies like virtual reality and smartphone applications to police.
2. Evaluate the organizational culture and supportive leadership affect police personnel resilience building and maintenance.
3. Create and assess early intervention initiatives to find and help police personnel who may be at risk for mental health problems before they worsen.
4. Look at how social support systems and family dynamics can help police personnel become more resilient and maintain their mental health.
5. Assess how institutional and regulatory changes can lessen the stressors that come with policing and foster a resilient workforce.

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